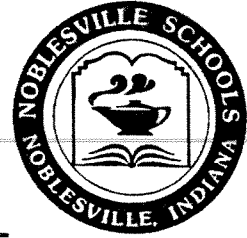


Noblesville Schools

1775 Field Drive
Noblesville, IN 46060
(317) 773-3171



Noblesville Schools: Hamilton County – State of Indiana

We, the undersigned members of the Common Construction Wage Committee, appointed pursuant to I.C. 5-16-7, do hereby fix and determine the common construction wage and schedule of fringe benefits for the following project: renovation to Noblesville Middle School undertaken by Noblesville Schools through its Board of School Trustees, for the classification and classes outlined on the following spreadsheet labeled Attachment No. 1 ABC SCALE

The wage rates and fringe benefits as set forth by the committee are the minimum and shall not prevent the contractor or subcontractor from paying a higher rate of pay or providing additional fringe benefits.

E. Conrad HC
Representing the Governor of Indiana

Representing the State Federation of Labor

James E. Tolman
Representing the Awarding Agency and Industry

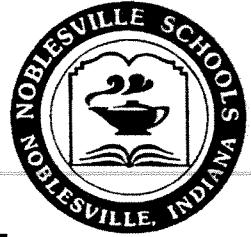
Paul A. Kaser
Representing the Owner

Kevin Brunegor
Representing the Hamilton County Commissioners

9-11-07
Date

Noblesville Schools

1775 Field Drive
Noblesville, IN 46060
(317) 773-3171



Associated Building and Contractors

Wage Information

Attachment #1

Hamilton County : Characteristics of the Construction Environment

The majority of construction companies and employees within the county are not covered by collective bargaining agreements. Around 75% of all construction companies and construction employees are employed by open shops and not signatory to collective bargaining agreements.

In Indiana, the attached charts show 1) the union membership as a Percent of Employment in Indiana and 2) the union density in the construction industry from 1983 through 2000. It shows that union members make up only 32.3 % of the construction workers in the state. So Hamilton County, with a union workforce of around 25%, shows less density than the state.

***Based on the above facts, even using the State of Indiana's numbers:
With 2/3rds of construction wages paid in Hamilton County as open shop
rates and not collectively bargained, the wages below represent the most
commonly paid construction wages in Hamilton County at this time.***

Classifications of craft and classes – construction wage survey information for Hamilton County. (5-16-7-1 a 1-b, Wage committee meets for the purpose of ascertaining what the common wage is in the county). ***Common construction wage means a scale of wages for each class of work ... that is not less than the common construction wage of all construction wages being paid in the county where the project is located.***

Hamilton County - 2002 –September

Classifications	Classes/Wages /Fringes / Total
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Asbestos Abatement

Removes and discards asbestos materials

Skilled	\$16.10	\$4.02	\$20.13
Semi-skilled	\$12.08	\$3.02	\$15.10

Masons

Lays and sets building materials, brick & stone and finishes surfaces

Skilled	\$16.35	\$4.09	\$20.44
Semi-skilled	\$12.26	\$3.07	\$15.33
Unskilled	\$ 9.81	\$2.45	\$12.26

Carpenter

Constructs, erects, installs & repairs various woods

and wallboards	Skilled	\$ 16.00	\$4.00	\$20.00
	Semi-skilled	\$ 12.00	\$3.00	\$15.00
	Unskilled	\$ 9.60	\$2.40	\$12.00

Interior Finish Technician

Erects metal framing, installs drywall, seals & plasters

Skilled	\$ 15.65	\$3.91	\$19.56
Semi-skilled	\$ 11.74	\$2.94	\$14.68
Unskilled	\$ 9.39	\$2.35	\$11.74

Electrician

Plans, installs, & repairs wiring, fixtures, lines, & instrumentation controls

Skilled	\$ 17.43	\$4.38	\$21.79
Semi-skilled	\$ 13.07	\$3.27	\$16.34
Unskilled	\$ 10.46	\$2.61	\$13.07

Glazier-

Installs glass in windows or on surfaces

Skilled	\$15.27	\$3.82	\$19.09
Semi-skilled	\$11.45	\$2.86	\$14.31
Unskilled	\$ 9.16	\$2.29	\$11.45

Mechanical Insulator

Covers, seals, fits, measures, cuts, attaches insulating materials

Skilled	\$15.63	\$3.91	\$19.54
Semi-skilled	\$ 11.72	\$2.93	\$14.65
Unskilled	\$ 9.38	\$2.35	\$11.73

Ironworker

Raises, places, unites girders & columns of structural steel

Skilled	\$16.28	\$4.07	\$20.35
Semi-skilled	\$12.21	\$3.05	\$15.26
Unskilled	\$ 9.77	\$2.44	\$12.21

Metal Building Assembler

Assembles prefabricated metal buildings

Skilled	\$15.22	\$3.81	\$19.02
Semi-skilled	\$11.42	\$2.86	\$14.28
Unskilled	\$ 9.13	\$2.28	\$11.41

Millwright

Installs machinery and equipment

Skilled	\$15.88	\$3.97	\$19.85
Semi-skilled	\$11.91	\$2.98	\$14.89
Unskilled	\$ 9.53	\$2.38	\$11.91

Painter

Applies various liquid coverings to surfaces

Skilled	\$15.10	\$3.78	\$18.88
Semi-skilled	\$11.33	\$2.83	\$14.16
Unskilled	\$ 9.06	\$2.27	\$11.33

Roofer

Covers roofs with roofing materials

Skilled	\$15.50	\$3.88	\$19.38
Semi-skilled	\$11.63	\$2.91	\$14.54
Unskilled	\$ 9.30	\$2.33	\$11.63

Sprinkler Fitter

Installs & repairs fire protection systems

Skilled	\$15.05	\$3.76	\$18.81
Semi-skilled	\$11.29	\$2.82	\$14.11
Unskilled	\$ 9.03	\$2.25	\$11.29

Floor Covering

Sets tile, terrazzo, applies pigment & marble, lays carpet

Skilled	\$14.71	\$3.68	\$18.39
Semi-skilled	\$ 10.03	\$2.51	\$12.54
Unskilled	\$ 8.83	\$2.21	\$11.04

Truck Driver

CDL licensed to transport equipment, liquid, packaged
or granular dirt & moves personnel

Skilled	\$15.95	\$3.94	\$19.69
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Operating Engineer

Operates all types of power construction &
heavy equipment

Skilled	\$ 16.60	\$4.15	\$20.75
Semi-skilled	\$ 12.45	\$3.11	\$15.56

Mechanical Technician

Fabricates, assembles, installs, repairs, sheet metal products and hvac equipment

Skilled	\$ 16.68	\$4.17	\$20.85
Semi-skilled	\$ 12.51	\$3.13	\$15.64
Unskilled	\$ 10.01	\$2.50	\$12.51

Pipe Worker

Fabricates, assembles, installs, & maintains piping and piping systems, fixtures and equipment for processing systems & drainage systems

Skilled	\$16.85	\$4.21	\$21.06
Semi-skilled	\$12.64	\$3.60	\$15.80
Unskilled	\$ 10.11	\$2.53	\$12.64

General Labor

Laborers, helpers in general

Skilled	\$ 10.85	\$2.71	\$13.56
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Source: Associated Builders and Contractors of Indiana.
6825 Hillside Court, Indianapolis, In. 46205
www.abc-indy.org, 800-333-9844

All wage information is from Hamilton County employers or contractors with addresses in the county, to ensure confidentiality, is presented in summary form to prevent individual company information from being shared to avoid any appearance of antitrust implications.

Stipulation as to employment of apprentices as semi-skilled: Apprentices will be permitted to work at the semi-skilled rate for the class of work when they are enrolled in an apprenticeship program registered with the U.S. Department of Labor, Bureau of Apprenticeship Training or as employees in training.

Their wage rate will be governed according to the standards of their registered program along with their ratio to journeyman which is 1-2.

The above percentages used for semi-skilled and unskilled (75% & 60%) respectively, were based on the system of incremental increases encouraged in the traditional apprenticeship training model. (Attached documentation of certification).

Recommendation for the non-reporting craft categories, or adding a classification at a later time or if the committee cannot make a determination based on a 2-2 tie, the following remedy is suggested: Common Wage Statute 5-16-7-1 2-g (If the committee appointed fails to act and to make a determination.....the awarding agency shall make the determination, and its finding shall be final.)

Project Name:

Common Wage Committee: Dated this day _____

Representing the Governor of Indiana

Awarding Agency (taxpayer)

Indiana AFL-CIO

Awarding Agency (Industry Rep)

Commissioners-County (taxpayer)